

1 February 1955

MEMORANDUM FOR THE RECORD OF THE CLARK COMMITTEE

Office of Personnel

1. Colonel Miller stated (in reference to his proposed visit to the DCI's office) that he wished to save this until the end of his tour, as there were others he wished to visit again before the conclusion of his observations. Among these he listed Dr. Kent, to clarify some questions on ONE and Mr. Kirkpatrick for, as he said, "My first visit with the IG was so cloaked in secrecy that I got not one iota of information from him."

2. In regard to his visit to the IG, Colonel Miller will be particularly interested in exit interviews, what purpose they serve, and what use is made of comments obtained.

3. During their tour of Personnel, horses were exchanged rapidly in mid-stream! Miller and McGruder attended the entire first day. McGruder attended alone the first half of the second day, and then left for good (overseas); Miller took up the "duty" at 1100 the second day.

4. McGruder felt that there should be a freer exchange of personnel experience between CIA and the Services. He felt that CIA was not giving enough in return for what it was necessary in the way of "free experience" obtained from the armed forces, due to overly strict security regulations on our part. He felt that since we were obtaining "free information" on personnel management and control it should release funds for other endeavors.

5. At least three hours were spent tossing about the pros and cons of divided responsibility for job designation, classification, and wages between Personnel, Management, and the responsible end-office concerned, with as many justifications raised and ideas submitted as time would allow - with no definite summations or conclusions reached! McGruder and Miller, although they profess to be at least partially knowledgeable of this subject (and at most, extremely interested in the subject) came up with no profound recommendations for improvement, although they did not indicate they approved of all that was being done. Colonel Miller later told me he was not at all convinced that the Agency had been able to properly classify all positions according to grade, and that in his estimation the "grey area" (where a job could well slip into the next higher or lower grade without any difficulty) was far higher than we cared to admit. He feels this is especially serious in light of our

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Date

5/5/92

HRP

89-2

Approved For Release 2000/09/14 : CIA-RDP88-00374R000100260013-8

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decentralized, where individual offices could take advantage of this situation to promote and free-wheel according to their own dictates.

6. Colonel Miller, on the subject of personnel procurement, played his old theme of time-lag between contact and actual employment. From a financial viewpoint (and loss of qualified manpower) he feels this is a liability of no mean proportion which should be seriously considered.

cc:

Inspector General